

## **Program D: Job Training and Placement**

Unless otherwise indicated, all objectives are to be accomplished during or by the end of FY 2003-2004. Objectives may be key or supporting level. The level of the objective appears after the objective number and before the objective text.

Performance indicators are made up of two parts: name and value. The indicator name describes what is being measured. The indicator value is the numeric value or level achieved within a given measurement period. For budgeting purposes, performance indicators are shown for the prior fiscal year, the current fiscal year, and alternative funding scenarios (continuation budget level and Executive Budget recommendation level) for the ensuing fiscal year of the budget document. Performance indicators may be key, supporting, or general performance information level. Key level is indicated by a "K" in the "Level" column of the standard performance indicator table. Supporting level is indicated by an "S" in the "Level" column of the standard performance indicator table. General Performance Information indicators appear in tables labeled as General Performance Information.

DEPARTMENT ID: 14 Department of Labor  
 AGENCY ID: 14-474 Office of Workforce Development  
 PROGRAM ID: Program D: Job Training and Placement

1. (KEY) To ensure that workforce development programs provide needed services to all adults seeking to enter and remain in the workforce as measured by the satisfaction of employers and participants who received services from workforce investment activities.

Strategic Link: *Objectives I.1 and III.1*

Louisiana: *Vision 2020* Link: Link: 1.6, 3.1, and 3.2

Children's Cabinet Link: Not applicable

Other Link(s): Louisiana Strategic Five Year Workforce Investment Transition Plan of June 15,2000: Section III(B)(2)(a)(b), pages 36-38.

Explanatory Note: The Workforce Investment Act requires integrated service delivery to adults and dislocated workers in the one-stop center environment. The measures listed below are based on integrated

LaPAS PI CODE	L E V E L	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES					
			YEAREND PERFORMANCE STANDARD FY 2001-2002	ACTUAL YEAREND PERFORMANCE FY 2001-2002	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2002-2003	EXISTING PERFORMANCE STANDARD FY 2002-2003	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2003-2004	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2003-2004
7868	S	Number of reportable services for jobseekers	220,000	247,376	175,000	175,000	175,000	175,000
10314	S	Number of reportable services for employers	35,000	44,316	50,000	50,000	50,000	50,000
7870	K	Percentage of Workforce Investment Area program participant customer satisfaction rate	68%	75%	70%	70%	72%	72%
7871	K	Percentage of Employer satisfaction rate	68%	72%	70%	70%	72%	72%

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2. (KEY) To provide adult and dislocated workers increased employment, earnings, education and occupational skills training opportunities by providing core, intensive, and training services, as appropriate, through a one stop environment.

Strategic Link: Objectives I.1 and III.1: *To increase occupational skill training, employment and earnings, to improve the quality of the workforce, and to assist businesses in finding qualified workers, and provide workforce development services for businesses in an integrated one-stop environment.*

Louisiana: Vision 2020 Link: Objective 1.6, 3.1 and 3.2

Children's Cabinet Link: Not applicable

Other Link(s): Louisiana Strategic Five Year Workforce Investment Transition Plan, June 15, 2000: Section IV (B)(4), page 53.

Explanatory Note: The Workforce Investment Act requires integrated service delivery to adults and dislocated workers in the one-stop career center environment. The measures listed below are based on integrated service delivery.

LaPAS PI CODE	L E V E L	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES					
			YEAREND PERFORMANCE STANDARD FY 2001-2002	ACTUAL YEAREND PERFORMANCE FY 2001-2002	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2002-2003	EXISTING PERFORMANCE STANDARD FY 2002-2003	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2003-2004	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2003-2004
10315	K	Number of adults entered employment	59,000	34,388	40,000	40,000	40,000	40,000
10316	K	Adult employment retention rate - six months after exit <sup>1</sup>	76%	78%	76%	76%	76%	76%
10317	K	Adult average earnings change - six months after exit <sup>2</sup>	3,336	4,866	3,336	3,336	4,000	4,000
10320	K	Dislocated workers earnings replacement rate - six months after exit <sup>3</sup>	97%	167%	85%	85%	90%	90%
14073	K	Number of job orders entered onto LDOL website directly by employers	N/A	N/A	20	20	25	25
10320	S	Dislocated workers entered employment rate	72%	73.2%	78%	78%	78%	78%
10321	S	Number of job orders received	27,000	27,265	27,000	27,000	27,000	27,000

<sup>1</sup> WIA and New Wagner-Peyser federal performance measures both now follow the same methodology, basing employment and retention UI wage records. Performance levels reflect use of this methodology for Wagner Peyser in addition to WIA. There is no balance data for U.I. Wage records based employment and retention for Wagner-Peyser. There using the same performance level. Will raise target indicators if justification indicators.

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3. (KEY) To identify the needs of special applicant groups including veterans, older workers, welfare recipients and disabled workers, and coordinate activities to provide the services required to meet these needs.

Strategic Link: Objective I.1, II.1, and III.1: *To increase occupational skill training, employment and earnings for special applicant groups, especially to welfare recipients through the Welfare-to-Work Program. The purpose is to assist these persons retain employment through post-employment intervention, thus improving the quality of the workforce.*

Louisiana: Vision 2020 Link: Objective 1.6, 3.1 and 3.2

Children's Cabinet Link: Not applicable

Other Link(s): Louisiana Strategic Five Year Workforce Investment Transition Plan of June 15, 2000.: Section IV(B)(14), page 52, 67.

Explanatory Note: The Workforce Investment Act requires integrated service delivery to adults and dislocated workers in the one-stop career center environment. The measures listed below are based on integrated service delivery.

LaPAS PI CODE	L E V E L	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES					
			YEAREND PERFORMANCE STANDARD FY 2001-2002	ACTUAL YEAREND PERFORMANCE FY 2001-2002	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2002-2003	EXISTING PERFORMANCE STANDARD FY 2002-2003	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2003-2004	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2003-2004
10323	K	Number of reportable services for job seekers <sup>1</sup>	40,500	37,162	33,000	33,000	33,000	33,000
10324	K	Number entered employment	11,700	3,322	7,224	7,224	4,000 <sup>1</sup>	4,000
10325	K	Follow-up retention rate - six months after exit	50%	78.5%	50%	50%	50% <sup>1</sup>	50
10326	K	Average earnings change - six months after exit <sup>3</sup>	\$3,000	\$3,254	\$3,000	\$3,000	\$3,000	3,000

<sup>1</sup> WIA and New Wagner-Peyser federal performance measures both now follow the same methodology, basing employment and retention UI wage records. Performance levels reflect use of this methodology for Wagner Peyser in addition to WIA. There is no balance data for U.I. Wage records based employment and retention for Wagner-Peyser. There using the same performance level. Will raise target indicators if justification indicators.

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4. (KEY) To provide youth assistance in achieving academic and employment success by providing activities to improve educational and skill competencies and provide connections to employers.

Strategic Link: Objective I.1 : *To increase occupational skill training, employment and earnings for youth. The purpose is to assist youth to remain or return to school, gain educational credentials and enter the workforce successfully and begin to move up the career ladder.*

Louisiana: Vision 2020 Link: Objectives 1.6, 3.1, and 3.2

Children's Cabinet Link: Children's Budget Department Summary, Form Child DS and Form Child 2

Other Link(s): Louisiana Strategic Five Year Workforce Investment Transition Plan: Section IV (B) (14), p. 62.

Explanatory Note: The Workforce Investment Act requires integrated service delivery to adults and dislocated workers in the one-stop career center environment. The measures listed below are based on integrated service delivery.

LaPAS PI CODE	L E V E L	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES					
			YEAREND PERFORMANCE STANDARD FY 2001-2002	ACTUAL YEAREND PERFORMANCE FY 2001-2002	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2002-2003	EXISTING PERFORMANCE STANDARD FY 2002-2003	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2003-2004	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2003-2004
10327	K	Number of youth entered employment	16,800	9,449	10,000	10,000	8,000 <sup>1</sup>	8,000
10328	K	Retention rate in employment, post-secondary education or advanced training	75%	66%	75%	75%	75% <sup>1</sup>	75%
10329	K	Attainment of basic skills, work readiness or occupational skills	1,308	1,430	1,400	1,400	1,500	1,500
10330	S	Number of youth who received some reportable service(s)	44,500	48,840	35,000	35,000	35,000	35,000

WIA and New Wagner-Peyser federal performance measures both now follow the same methodology, basing employment and retention UI wage records. Performance levels reflect use of this methodology for Wagner Peyser in addition to WIA. There is no balance data for U.I. Wage records based employment and retention for Wagner-Peyser. There using the same performance level. Will raise target indicators if justification indicators.

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6. (KEY) Through the Incumbent Worker Training program, to implement customized training programs with eligible employers for upgrade with a 10% wage increase or job retention training.

*Strategic Link: Office of Workforce Development Mission - The Office of Workforce Development will provide high quality employment, training, supportive services and other related services to businesses and job seekers through a network of customer-friendly workforce centers and electronic links, to develop a diversely skilled workforce with access to good paying jobs.*

*Louisiana: Vision 2020 Link:* Goal 1.6: To have a workforce with the education and skills necessary to work productively in a knowledge-based economy. Goal 1.7: To have a business community dedicated to the ongoing education of its employees. Goal 3.1: To increase personal income and the number and quality of jobs in each region of the state.

Children's Cabinet Link: Not applicable

Other Link(s): Louisiana Strategic 5 Year Workforce Investment Transition Plan II.A.3 (Pgs. 19-20) June 15, 2000 Plan - One Stop Integrated Service Delivery System

Explanatory Note:

LaPAS PI CODE	L E V E L	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES					
			YEAREND PERFORMANCE STANDARD FY 2001-2002	ACTUAL YEAREND PERFORMANCE FY 2001-2002	PERFORMANCE STANDARD AS INITIALLY APPROPRIATED FY 2002-2003	EXISTING PERFORMANCE STANDARD FY 2002-2003	PERFORMANCE AT CONTINUATION BUDGET LEVEL FY 2003-2004	PERFORMANCE AT EXECUTIVE BUDGET LEVEL FY 2003-2004
10333	K	Average percentage increase in earnings for employees trained <sup>1</sup>	10	14.70%	10%	10%	N/A	N/A
10334	S	Number of employees trained <sup>3</sup>	18,580	17,564	18,500	18,500	N/A	N/A
10335	K	Customer satisfaction rating <sup>4</sup>	75%	100%	75%	75%	75% <sup>4</sup>	75%
10336	S	Average cost to serve a participant	1,342	812	750	750	750	750
	K	Average percentage increase in earnings of employees for whom a wage gain is a program outcome <sup>2</sup>	N/A	N/A	N/A	N/A	100% <sup>2</sup>	100%
	S	Percentage of employees completing training <sup>2</sup>	N/A	N/A	N/A	N/A	75% <sup>2</sup>	75%

<sup>1</sup> This indicator is being replaced in FY 2003-2004 by indicator "Average percentage increase in earnings for employees for whom a wage gain is a program outcome".

<sup>2</sup> This is a new indicator for FY 2003-2004.

<sup>3</sup> This is being replaced in FY 2003-2004 by I indicator "Percentage of employees completing training".

<sup>4</sup> Changing mythology to be in line with WIA and Wagner Peyser, using the American Customer Satisfaction Index.

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GENERAL PERFORMANCE INFORMATION:						
LaPAS PI CODE	PERFORMANCE INDICATOR NAME	PERFORMANCE INDICATOR VALUES				
		PRIOR YEAR ACTUAL FY 1997-98	PRIOR YEAR ACTUAL FY 1998-99	PRIOR YEAR ACTUAL FY 1999-00	PRIOR YEAR ACTUAL FY 2000-01	PRIOR YEAR ACTUAL FY 2001-02
	<b>Adult Program</b>					
12,544	Number enrolled	8,470	8,267	6,924	3,938	8,537
12,629	Entered Employment Rate	N/A	N/A	N/A	59	65
12,630	Employment Retention Rate - six months after exit	73%	85	71	78	77
12,631	Average Earnings Gain - six months after exit	N/A	N/A	N/A	3,496	3,920
	Credential/Diploma Rate	N/A	N/A	N/A	48	56
	<b>Older Youth Program</b>					
12,632	Number enrolled	7,104	7,265	5,867	1,052	1,443
12,633	Entered Employment Rate	84%	88%	74%	60.7%	56.4%
12,634	Employment Retention Rate- six months after exit	N/A	N/A	N/A	77	82
12,635	Average Earnings Gain - six onths after exit	N/A	N/A	N/A	3,872	5,299
	Credential/Diploma Rate	N/A	N/A	N/A	37	50
	<b>Younger Youth Program</b>					
12,636	Number enrolled	N/A	N/A	N/A	3,181	4,361
12,638	Retention rate in employment, post-secondary educatin or advanced training	N/A	N/A	N/A	85	42
12,641	Diploma or Equivalent Rate	N/A	N/A	N/A	67	32
14,130	Skill Attainment Rate	N/A	N/A	N/A	52	73
	<b>Dislocated Worker Program</b>					
14,131	Number enrolled	7,964	7,336	6,618	2,373	3,650
14,132	Entered Employment Rate				71	73
14,133	Employment Retention Rate - six months after exit	82%	90%	82%	83%	82%
14,134	Earnings replacement rate	97%	93%	99%	149.1%	172.5%
	Credential/Diploma Rate	N/A	N/A	N/A	53.9%	58.9%